PROGRAM AREA 16: DETENTION/CORRECTIONS PERSONNEL PERFORMANCE MEASURES

PA	TYPE	#	MEASURE	OBJECTIVE	DEFINITION	REPORTING FORMAT
16	**OP**		**Amount of JABG funds awarded for system improvement****	**Increased organizational capacity**	The amount of JABG funds in whole dollars that are awarded for System Improvement during the reporting period. Program records are the preferred data source.	Funds awarded to program for services
16	OP		1. Number and percent of staff hired	Increase organizational capacity	Measure of infrastructure change. Most appropriate for programs that hired <u>detention</u> and corrections personnel. Report raw number of personnel hired during the reporting period. If full positions are not covered, report the number of full-time equivalents (FTE) paid for. To calculate FTE, divide the number of staff hours paid using JABG funds by 2000. Percent is the number of <u>detention</u> and corrections staff hired (or FTE covered) divided by the total number of program <u>detention</u> or corrections staff (or FTE).	a. Number of staff hired b. Number of staff positions c. Percent (a/b)
16	OP		2. Number and percent of vacant positions	Increase organizational capacity	Measure of program capacity. Appropriate for programs that staff <u>detention</u> or corrections staff. Report the raw number of vacant <u>detention</u> or corrections staff positions. Percent is the raw number divided by the total number of <u>detention</u> or corrections positions (open and filled).	a. Number of vacant positions b. Number of positions c. Percent (a/b)
16	OP		3. Ratio of youth to staff	Improve program activities	Measure of infrastructure. Appropriate for programs that serve youth. Report the number of youth served at one time divided by the number of staff.	a. Number of youth b. Number of staff c. Ratio (a/b)
16	OP		4. Number and percent of programs with vacant staff positions	Increase organizational capacity	Measure of program operational capacity. Appropriate for grantees with multiple programs/units/divisions/departments that staff <u>detention</u> or corrections personnel. Report the raw number of programs/units/divisions/departments that have at least one vacant position. Percent is the raw number divided by the total number of programs/units/divisions/departments.	a. Number of programs with vacant staff positions b. Number of programs c. Percent (a/b)
16	OP		5. Number and percent of staff trained in improving facility practices and/or programming	Increase organizational capacity	Measure of infrastructure. Appropriate for programs that staff <u>detention</u> or corrections personnel. Report the raw number of staff to receive any training about improving facility practices or programming. Include in-house or external training and any training medium (classes, observations, online, etc.) as long as training receipt can be verified. Include staff that started training during the reporting period even if the training did not conclude before the end of the reporting period. Percent is the raw number divided by the total number of <u>detention</u> or corrections staff.	a. Number of staff trained b. Number of staff c. Percent (a/b)
16	OP		6. Number of hours of training offered in improving facility practices and/or programming	Increase organizational capacity	Measure of infrastructure. Appropriate for programs that staff <u>detention</u> or corrections personnel. Report the raw number of hours of training offered about improving facility operations or programming. Include in-house and external training and any training medium (classes, observations, online, etc.) as long as it can be verified that staff were aware of the training opportunity and were able to avail themselves of it (e.g., the training was not cost prohibitive or offered at a time that conflicted with other necessary duties). Include training that started during the reporting period even if it did not conclude before the end of the reporting period.	Number of hours of training offered

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16	**S-T OC**		**Number and percent of programs/initiatives employing best practices****	**Improve program quality**	Report on the number and percent of programs/initiatives employing best practices. Best practice models include program models that have been shown, through rigorous evaluation and replication, to be effective at preventing or reducing juvenile delinquency or related risk factors, such as substance abuse. Model programs can come from many valid sources (e.g., Blueprints, OJJDP's Model Programs Guide, SAMHSA's Model Programs, state model program resources, etc.).	a. Number of program/initiatives employing best practices b. Number of programs/initiatives c. Percent (a/b)
16	S-T OC		7. Staff time spent on <u>security</u>	Improve program activities	Determine if project <u>activities</u> are improving staffing. Most appropriate for grantees that have completed at least one <u>activity</u> (hiring or training). Report the raw number of hours per week that staff (i.e., staff that work directly with clients) spent on <u>security</u> (e.g., searching clients, making sure the facility is secure). Percent is the raw number divided by the total number of hours per week that those staff worked.	a. Average number of hours per week staff spend on <u>security</u> b. Average number of hours staff work per week c. Percent (a/b)
16	S-T OC		8. Number and percent of staff to rate the training received as helpful	Improved program support	Measure of program quality. Appropriate for programs offering training, whether directly or indirectly. Report the raw number of staff to rate the training received as helpful. Programs will most likely need to use training evaluation forms. Programs do not need to report the specific rating levels, just counts of respondents that found it at least minimally helpful. Percent is the raw number divided by the total number of training attendees.	a. Number of staff to rate training as helpful b. Number of staff trained c. Percent (a/b)
16	S-T OC		9. Number and percent of staff trained who take additional courses on improving facility practices and programming	Improved program support	Measure of staff involvement and interest in the topic. This is a proxy for training quality based on the idea that if training was helpful, staff may elect to take additional training on the topic. Appropriate for programs that have <u>detention</u> or corrections personnel. Report the raw number of staff to take at least a second course or follow-up training on improving facility practices or programming. Percent is the raw number divided by the total number of people initially trained (i.e., the pool of people that could have potentially taken additional training). Do not include mandatory retraining or refresher courses.	a. Number of staff to take additional training b. Number of staff trained c. Percent (a/b)
16	S-T OC		10. Number and percent of sick days taken	Increase program support	Measure of staff morale based on the idea that well-trained and supported staff are happier in their jobs and, on average, less likely to take sick days. Appropriate for programs that have <u>detention</u> or corrections personnel. Report the combined number of sick days taken by <u>detention</u> or corrections staff during the reporting period. Percent is the combined number divided by the total number of possible workdays for all relevant staff during the reporting period.	a. Number of sick days taken b. Number of possible workdays c. Percent (a/b)
16	S-T OC		11. Number and percent of days employees are late to work	Increase program support	Measure of staff morale based on the idea that well-trained and supported staff are happier in their jobs and, on average, less likely to arrive late for work. Appropriate for programs that have <u>detention</u> or corrections personnel. Report the combined number of days that <u>detention</u> or corrections staff arrive late for work during the reporting period. Percent is the combined number divided by the total number of possible workdays for all relevant staff during the reporting period.	a. Number of late arrival days b. Number of possible workdays c. Percent (a/b)

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16	S-T OC		12. Number and percent of staff rated as improved by supervisors	Increase program quality	Measure of training benefit based on the idea that properly trained staff will perform better in their jobs. Appropriate for programs that have <u>detention</u> or corrections personnel or that utilize staff or personnel who have received at least some training in improving facility practices or programming. Report the raw number of staff to receive either highest rating or an improved rating with regard to their general performance on the staff evaluations. If the evaluation has a place to rate knowledge or implementation of new concepts covered in the trainings, that category can be used in place of a general performance category. Percent is the raw number divided by the total number of such staff evaluated during the reporting period.	a. Number of staff improved b. Number of staff evaluated c. Percent (a/b)
16	S-T OC		13. Number and percent of staff to leave the office/unit	Increase program support	Measure of staff satisfaction based on the idea that staff training can positively impact staff turnover. This is a proxy measure. Appropriate for programs that have <u>detention</u> or corrections personnel or that utilize staff or personnel who have received at least some training in improving facility practices or programming. Report the raw number of staff to leave the program during the reporting period. Do not include staff that were promoted out of the program. Percent is the raw number divided by the number of such staff in the staff pool. For example, if 10 corrections officers from the boys training school were trained, the total pool would be the total number of correctional officers at that facility.	a. Number of staff to leave program b. Number of staff in program c. Percent (a/b)
16	**I-T OC**		**Number and percent of eligible youth served using Graduated Sanctions approaches****	**Improve program activities**	The number and percent of program youth who were rearrested or seen at juvenile court for a new delinquent offense. Appropriate for any youth-serving program. Official records (police, juvenile court) are the preferred data source.	a. Number of youth admitted to <u>graduated sanctions</u> program b. Number of youth admitted into any grantee program c. Percent (a/b)
16	**I-T OC**		**Number and percent of youth with whom a best practice was used****	**Improve program quality**	The number and percent of youth with whom a best practice was used. Best practice models include program models that have been shown, through rigorous evaluation and replication, to be effective at preventing or reducing juvenile delinquency or related risk factors, such as substance abuse. Model programs can come from many valid sources (e.g., Blueprints, OJJDP's Model Programs Guide, SAMHSA's Model Programs, state model program resources, etc.)	a. Number of youth with whom a best practice is used b. Number of youth c. Percent (a/b)
16	I-T OC		14. Number of hours that youth are held in isolation	Improve program activities	Measures use of secure <u>detention</u>. Appropriate for any operational program. Report the raw number of hours youth were held in isolation. If a facility is not permitted to hold youth in isolation but refers youth to other facilities, include the number of hours of isolation to result from those referrals in this count.	Number of hours youth are held in isolation

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16	I-T OC		15. Number and percent of youth held in isolation	Improve program activities	Measures use of isolation. Appropriate for any operational program. Report the cumulative number of days youth are held in isolation. If a facility is not permitted to hold youth in isolation but refers youth to other facilities, include isolation days based on this count.	a. Number of youth held in isolation b. Number of youth served c. Percent (a/b)
16	I-T OC		16. Average time in hours from infraction to sanction	Improve program activities	To determine if the program is becoming more efficient. It is based on the idea that graduated sanctions must be applied swiftly. Applies to youth's infractions while in the graduated sanctions program funded with JABG funds. Report the average time in hours from infraction by youth according to their behavioral contracts to the infraction being addressed with a sanction.	Average number of hours from infraction to sanction
16	I-T OC		17. Number and percent of available accountability programming options used	Improve program activities	Measure of system accountability (i.e., are staff using all the tools available to them and are the available accountability options appropriate for the site). Appropriate for grantees with operational accountability programs. Report the raw number of different accountability options used at least once during the reporting period. Percent is the raw number divided by the total number of different accountability options. Different implies that the options either employ different techniques or activities, target different populations, or have different goals.	a. Number of accountability options used b. Number of accountability options available c. Percent (a/b)
16	I-T OC		18. Number and percent of sanction changes that were from a less restrictive to a more restrictive sanction	Increase accountability	Measure of youth accountability. Appropriate for grantees that can change youths' sanction level. Report the raw number of times that youth are moved from a less restrictive sanction level to a more restrictive level (e.g., moving from monthly drug testing to weekly). Percent is the raw number divided by the total number of modifications to sanctions.	a. Number of modifications of sanctions to more strict b. Number of modifications to sanctions c. Percent (a/b)
16	**L-T OC**		**Number and percent of program youth who reoffend**	**Reduce delinquency**	The number and percent of program youth who were rearrested or seen at juvenile court for a new delinquent offense. Appropriate for any youth-serving program. Official records (police, juvenile court) are the preferred data source.	a. Number of youth with a new offense b. Number of youth in program c. Percent (a/b)